UNITED
NATIONS

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General Assembly

Distr.
GENERAL

A/C.5/50/61
7 May 1996

ORIGINAL: ENGLISH

Fiftieth session
FIFTH COMMITTEE
Agenda item 159

HUMAN RESOURCES MANAGEMENT

Extension up to 31 December 1996 of the provisions of paragraph 6 of General Assembly resolution 49/222 B

Report of the Secretary-General

I. INTRODUCTION

1. Good management considerations prompt the Secretary-General to inform the General Assembly of certain consequences that may result from the full implementation of resolution 49/222 B of 20 July 1995 as of the opening of the fifty-first session. By that resolution, the General Assembly requested the Secretary-General to develop a comprehensive policy on the use of retirees and to report thereon at its fifty-first session. It decided that, pending consideration of the policy, no former staff member who was in receipt of a pension benefit from the United Nations Joint Staff Pension Fund should receive from any United Nations funds more than 12,000 United States dollars in total in any calendar year. The Assembly authorized during the fiftieth session a derogation from the decision with a view to maintaining the maximum effectiveness of conference services.

2. A report on this matter is currently in preparation and will be issued by early summer for review by the General Assembly at some point during its fifty-first session. However, under the terms of resolution 49/222 B, the derogation granted for conference servicing staff lapses with the opening of the fifty-first session of the General Assembly in mid-September. Unless action is taken by the Assembly during the resumed fiftieth session to extend that derogation through the fifty-first session, the enforcement of the $12,000 limit is likely to have a serious impact on the conference services provided to the fifty-first session in terms of both cost and availability.

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II. BACKGROUND

3. As often stated in programme budget documents, the permanent staff resources of conference services are programmed below the levels required for the projected workloads and are augmented when necessary through the use of temporary staff, for which provision is made under temporary assistance for meetings. The combination of increased workloads and reduced staff resources, however, has led to a situation where, in many areas, established staffing levels do not even meet the requirements of low workload periods. The consequence has been a heavy reliance on temporary assistance and substantial expenditures under this item. One way to limit these expenditures has been to call, to the maximum extent possible, on the local freelance market for language staff, which, especially in New York, consists mostly of United Nations retirees. Once the resources available in the very limited local market are exceeded, all temporary staff are recruited non-locally at a much higher cost, which includes reimbursement of travel expenses and payment of a daily subsistence allowance (DSA) in addition to salary.

III. ANTICIPATED COST/AVAILABILITY IMPACT OF ENFORCING THE $12,000 LIMIT IN CONFERENCE SERVICES

4. Even assuming they have not worked for the Organization in 1996 prior to the opening of the fifty-first session, retirees recruited locally would not be able to cover the entire three-month session while remaining within the $12,000 limit. Thus, local retirees would have to be replaced in many cases by non-local recruits at some point during the session. Similarly, the $12,000 limit would preclude non-local retirees from servicing the General Assembly for three months. The servicing of the session would have to be divided between two shifts, thus doubling travel expenses and entailing additional DSA costs (the DSA rate is reduced after 60 days).

5. The specific situation for the various services concerned can be described as follows.

6. In interpretation, if a local interpreter is replaced by a non-local, the additional cost involves not only travel and per diem but a daily remuneration rate that is higher than the local rate. If the session has to be divided between two non-local retirees, there will be additional travel and per diem cost. In certain language combinations, retirees may have exceeded the limit before the Assembly begins and it may be impossible to find alternative staff. On the basis of 1995 figures, it has been calculated that the replacement of local retirees by non-local freelance staff will increase the cost of services by more than $160,000 for the duration of the General Assembly session, not counting travel expenses, which vary from one individual to another.

7. In translation, most, or in the case of some languages, all local freelancers are retirees. Many will have reached the $12,000 limit by the time the Assembly session starts since, as indicated above, temporary assistance is now required during periods other than workload peaks such as the General Assembly session. It is estimated that for each local staff replaced by non-local staff, an extra cost of some $14,000 in DSA and travel expenses will

be incurred. Moreover, retirees are mostly experienced senior staff whose work does not need to be revised. To replace them with less proficient translators, which would be the only alternative, would also entail a substantial loss in productivity. These considerations apply equally to translators and editors.

8. Also, it should be borne in mind that many retired translators/revisers are doing translation work for the United Nations contractually, outside the periods during which they may receive an assignment as a freelancer. Since contractual translation, which has been shown to be the most cost-effective mode of translation, is used more and more extensively, United Nations retirees will, in some cases, get close to reaching the $12,000 limit before the session of the General Assembly begins.

9. With regard to verbatim records, an added difficulty stems from the fact that verbatim reporting in six official languages is unique to the United Nations. For Russian and Chinese, properly trained reporters are seconded from service with their Governments for the duration of the General Assembly session, but for the other four languages, retirees are the main source of temporary assistance. The alternative option of training non-United Nations staff is not practical, as the main employment opportunity, if not the only one, for most of the newly trained individuals would be for only two and a half months at the time of the autumn session of the General Assembly. A few local retirees are recruited on a "when actually employed" basis during the remainder of the year for the servicing of the Security Council. The aggregate earnings of those local retirees would reach the $12,000 ceiling well before the end of the Assembly session. Under these circumstances, the Organization might find itself in a situation where the services of temporary verbatim reporters might simply no longer be available on the local or non-local market.

10. There would also be an impact on the operation of conference services at Geneva and Vienna, particularly translation, which will be detailed in the full report to be submitted later; but the major impact would be felt during the General Assembly session in New York.

IV. RECOMMENDATION

11. Under these circumstances, it is recommended that the temporary derogation granted to conference servicing staff be extended up to 31 December 1996.

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General Assembly

Distr.
GENERAL

A/C.5/50/62
6 May 1996

ORIGINAL: ENGLISH

Fiftieth session
FIFTH COMMITTEE
Agenda item 138 (a)

ADMINISTRATIVE AND BUDGETARY ASPECTS OF THE FINANCING OF THE UNITED NATIONS PEACE-KEEPING OPERATIONS: FINANCING OF THE UNITED NATIONS PEACE-KEEPING OPERATIONS

Support account for peace-keeping operations

Note by the Secretary-General

1. The table appearing in the annex to the present note, indicating the prorated share of the individual peace-keeping operations of the cost of backstopping requirements at Headquarters funded from the support account for the 12-month period from 1 July 1996 to 30 June 1997, has been submitted in accordance with the recommendation contained in paragraph 37 of the report 1/ of the Advisory Committee on Administrative and Budgetary Questions and the procedures outlined in paragraphs 1 and 2 of the appendix to the letter from the Controller dated 15 March 1996. 2/

2. The Advisory Committee in paragraph 33 of its report 1/ has recommended that the General Assembly authorize the amount of $31,346,400.

Notes

1/ A/50/897.

2/ Ibid., annex II.

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ANNEX

Support account for peace-keeping operations

Prorated share among peace-keeping operations during the period from 1 July 1996 to 30 June 1997

(In United States dollars)

	Cost estimates a/	Percentage weight	Prorated share
1. MINURSO	52 335 000	4.14	1 298 000
2. UNAMIR	2 078 200	0.16	51 500
3. UNAVEM III	335 140 000	26.52	8 312 200
4. UNDOF	31 494 000	2.49	781 100
5. UNFICYP	44 119 200	3.49	1 094 300
6. UNIFIL	122 757 000	9.71	3 044 600
7. UNIKOM	57 804 400	4.57	1 433 700
8. UNMIBH	158 799 600	12.56	3 938 600
9. UNPREDEP	52 351 500	4.14	1 298 400
10. UNPF	49 389 000	3.91	1 225 000
11. UNTAES	284 776 500	22.53	7 063 100
12. UNMIH	15 620 500	1.24	387 400
13. UNMOT	7 302 500	0.58	181 100
14. UNOMIG	17 115 300	1.35	424 500
15. UNOMIL	32 774 000 b/	2.59	812 900
	1 263 856 700		31 346 400 c/

a/ As contained in the Secretary-General's respective financing reports.

b/ Comprises $27,615,100 proposed in the report of the Secretary-General (A/50/650/Add.3) plus $5,158,900 representing updated rollover requirements subsequently transmitted to ACABQ.

c/ As recommended in paragraph 33 of the report of the Advisory Committee on Administrative and Budgetary Questions (A/50/897).

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General Assembly

Distr.
GENERAL

A/C.5/50/63
6 May 1996

ORIGINAL: ENGLISH

Fiftieth session
FIFTH COMMITTEE
Agenda item 138 (a)

ADMINISTRATIVE AND BUDGETARY ASPECTS OF THE FINANCING OF THE UNITED NATIONS PEACE-KEEPING OPERATIONS: FINANCING OF THE UNITED NATIONS PEACE-KEEPING OPERATIONS

Proposed budgetary requirements of each peace-keeping operation for the period from 1 July 1996 to 30 June 1997

Note by the Secretary-General

1. The budgetary information contained in the annex to the present note is being submitted for the first time, following adoption by the General Assembly of resolution 49/233 of 23 December 1994, section I, paragraph 8 of which reads as follows:

> "Requests the Secretary-General to submit twice a year to the General Assembly for information purposes a table summarizing the proposed budgetary requirements of each peace-keeping operation for the period 1 July to 30 June, including a breakdown of expenditure by major line item and the aggregate total resource requirement."

2. The request cited above is directly linked to the Assembly's related decisions in section I of the same resolution to adopt a financial period from 1 July to 30 June for each peace-keeping operation, and new procedures for the consideration and approval of peace-keeping budgets. The Assembly also decided that these measures should be introduced "as soon as possible and no later than 1 July 1996".

3. The budgetary information submitted in the present note covers the estimated requirements of all current peace-keeping operations during the 12-month period from 1 July 1996 to 30 June 1997 and has been extracted from the respective financing reports of the Secretary-General for each of these missions.

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4. Information extracted from the report of the Secretary-General on the support account for peace-keeping operations (A/50/876) has also been provided, identifying the additional pro-rated share for each of the missions of the cost of backstopping requirements at Headquarters for the 12-month period from 1 July 1996 to 30 June 1997.

5. The estimates do not include provision for the United Nations logistics base at Brindisi, Italy.

6. The budgetary information contained in the present note will be updated in the second note for the year, which will be issued during December 1996.

ANNEX

Estimated budgetary requirements for each peace-keeping operation for the period from 1 July 1996 to 30 June 1997

(Thousands of United States dollars)

Expenditure by major line item	UNFICYP	UNDOF	UNIFIL	UNAVEM	UNIKOM	MINURSO	UNPF	UNOMIL	UNMIH	UNAMIR	UNOMIG	UNMOT	UNTAES	UNMIBH	UNPREDEP	Total
1. Military personnel costs	23 745.3	18 427.0	80 562.0	175 836.0	30 458.6	8 825.0	2 094.5	6 316.8	2 539.4	-	4 861.1	1 555.2	114 118.5	1 927.0	25 176.7	496 443.1
2. Civilian personnel costs	10 393.9	5 545.0	20 094.0	60 584.0	14 953.3	28 089.0	26 479.0	15 968.7	5 108.0	1 734.2	7 737.4	3 418.5	92 903.8	119 110.7	10 554.9	422 674.4
3. Premises/ accommodation	1 577.7	1 503.0	1 748.0	13 246.0	1 169.0	622.0	1 189.6	680.4	503.9	33.9	524.5	40.1	15 237.9	8 582.4	2 512.8	49 171.2
4. Infrastructure repairs	600.0	-	-	76.0	70.0	-	-	-	100.0	-	6.0	-	-	-	-	852.0
5. Transport operations	1 802.9	2 471.0	9 368.0	12 464.0	2 889.3	1 769.0	502.5	792.1	445.0	9.2	1 015.5	329.7	22 190.7	6 238.4	4 411.5	66 698.8
6. Air operations	1 011.2	-	1 218.0	31 454.0	2 906.5	7 702.0	2 500.9	1 178.0	304.9	-	627.3	735.0	5 017.2	2 427.6	1 824.0	58 906.6
7. Naval operations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8. Communications	830.8	393.0	1 009.0	6 182.0	607.8	468.0	376.0	834.0	84.2	16.0	417.2	553.4	3 854.4	5 187.6	1 980.0	22 793.4
9. Other equipment	637.3	740.0	1 992.0	627.0	645.1	262.0	229.8	60.0	35.4	1.5	161.6	22.7	2 118.0	1 122.0	226.8	8 881.2
10. Supplies and services	1 411.8	1 318.0	3 316.0	25 379.0	1 602.4	695.0	9 634.9	644.9	1 842.1	32.0	449.8	125.7	16 404.8	4 594.6	2 547.2	69 998.2
11. Election-related supplies and services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12. Public information programmes	-	-	-	387.0	-	-	330.0	-	-	-	15.0	11.3	252.0	272.4	120.0	1 387.7
13. Training programmes	-	-	-	25.0	-	-	-	-	-	-	-	-	253.2	211.2	80.4	569.8
14. Mine-clearing programmes	-	-	-	1 730.0	65.0	-	-	-	-	-	-	-	-	180.0	-	1 975.0
15. Assistance for disarmament and demobilization	-	-	-	-	-	-	-	4 425.0	-	-	-	-	-	-	-	4 425.0
16. Air and surface freight	61.4	200.0	413.0	240.0	100.0	24.0	2 500.0	60.0	4 200.0	-	180.0	3.6	3 000.0	1 000.8	1 401.6	13 384.4
17. Staff assessment	2 046.9	897.0	3 037.0	6 910.0	2 337.4	3 879.0	3 551.8	1 814.1	457.6	251.4	1 119.9	507.3	9 426.0	7 944.9	1 515.6	45 695.9
Gross estimate	44 119.2	31 494.0	122 757.0	335 140.0	57 804.4	52 335.0	49 389.0	32 774.0 a/	15 620.5	2 078.2	17 115.3	7 302.5	284 776.5	158 799.6	52 351.5	1 263 856.7
Pro-rated provision for support account	1 094.3	781.1	3 044.6	8 312.2	1 433.7	1 298.0	1 225.0	812.9	387.4	51.5	424.5	181.1	7 063.1	3 938.6	1 298.4	31 346.4
Total	45 213.5	32 275.1	125 801.6	343 452.2	59 238.1	53 633.0	50 614.0	33 586.9	16 007.9	2 129.7	17 539.8	7 483.6	291 839.6	162 738.2	53 649.9	1 295 203.1

a/ Comprises $27,615,100 proposed in the report of the Secretary-General (A/50/650/Add.3) plus $5,158,900 representing updated rollover requirements subsequently transmitted to ACABQ.

UNITED NATIONS

A

General Assembly

Distr.
GENERAL

A/C.5/50/64
10 May 1996

ORIGINAL: ENGLISH

Fiftieth session
FIFTH COMMITTEE
Agenda item 159

HUMAN RESOURCES MANAGEMENT

Reasonable time for staff representational activities

Report of the Secretary-General

I. INTRODUCTION

1. At its forty-ninth session, the General Assembly adopted resolution 49/222 A of 23 December 1994 on human resources management. In section V, paragraph 1 of the resolution, the General Assembly requested the Secretary-General to "issue a corrigendum to [his] report on the costs of staff representation activities (A/C.5/47/59) and to report separately to the Assembly, at the earliest possible opportunity, on the modalities and costs of staff representation since 1992". The two reports of the Secretary-General (A/C.5/49/63 and A/C.5/49/64) of 31 May 1995 were prepared in response to that request. Those reports are scheduled for consideration by the Assembly at its resumed fiftieth session in May 1996.

2. The present report is submitted in response to a subsequent request of the Fifth Committee that the resumed fiftieth session of the General Assembly receive a report on the definition of "reasonable time" for staff representational activities, as approved by the Secretary-General on the recommendation of the Staff-Management Coordination Committee at its nineteenth session.

II. DEFINITION OF "REASONABLE TIME" FOR STAFF REPRESENTATIONAL ACTIVITIES

3. As indicated in the above-mentioned two reports of the Secretary-General on the costs of staff representational activities during the period 1990 through 1994 (ibid.), administrative instruction ST/AI/293 of 15 July 1982 sets out the

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existing policy and procedures for the staff representational activities envisaged in the Staff Regulations and Rules and defines the official status and facilities to be given to staff representatives. The administrative instruction specifies that:

(a) The functions of staff representatives are official;

(b) Staff representatives shall be afforded such facilities and are to be granted reasonable official time as may be required to enable them to carry out their functions promptly and efficiently, while not impairing the efficient operation of the Organization;

(c) Each Staff Council, Staff Committee or corresponding staff representative body at designated duty stations shall be provided with secretarial assistance, office space and supplies as may be necessary for the proper discharge of their functions;

(d) Each Staff Council, Staff Committee or corresponding staff representative body shall have use of telephone and cable/facsimile communication facilities;

(e) Each Staff Council, Staff Committee or corresponding staff representative body shall be accorded facilities for reproduction and distribution of notices, bulletins and other documents required for the proper discharge of their functions, subject to compliance with the procedures and considerations governing the use of such facilities.

4. The instruction provides for the following conditions regarding official time for staff representational activities:

(a) Staff representatives shall be entitled to attend established meetings of the Staff Council or corresponding staff representative body. They shall also be granted reasonable official time to prepare for and attend meetings of related bodies, to represent staff in joint advisory bodies and to conduct their representational activities (such as meetings with supervisors or managers), provided that the proportion of the official time spent on representational activities should not be unreasonable in relation to their performance of assigned duties;

(b) The President or Chairman of the Executive Committee of each Staff Council or corresponding staff representative body at nine established duty stations (Addis Ababa, Amman, Bangkok, Geneva, Jerusalem (for the Field Service Staff Union), Nairobi, New York, Santiago and Vienna), if he/she so requests, can be released from assigned duties during his/her term of office. That release may be either on a full-time basis, if the number of staff represented is 1,000 or more, or half-time basis, if the number of staff represented is less than 1,000;

(c) Other members of the Executive Committee should be afforded the necessary time required for them to carry out their functions promptly and efficiently;

(d) Staff representatives duly designated to attend intra-organizational, inter-organizational or intergovernmental meetings shall be placed on official duty status for the time required to attend such meetings, including appropriate travel time.

5. The Secretary-General continues to believe that strong, constructive staff-management consultative relations have a beneficial effect on the functioning and activities of the global Secretariat. While Staff Union contributions are difficult to measure in concrete terms, both management and staff recognize that they can have a positive impact on both the development and the introduction of sound management policies. This is particularly true at a time when the Organization is endeavouring to enhance its management culture and environment. The arrangements set out below for defining "reasonable time" have been formulated bearing these considerations in mind. They also recognize the need to refine the definition of "reasonable time" currently in place in the light of the need to safeguard the principle that the grant of "reasonable time" should be such that it enables staff representatives to carry out their functions promptly and efficiently, while not having a negative impact on mandated Secretariat programme delivery. These definitions moreover respond to the decision of the United Nations Administrative Tribunal in its Judgement No. 697: Fagan, paragraph XII, in which it held, inter alia, that, "the concept of 'reasonable time' calls for a definition which is not contained in the administrative texts".

6. The Secretary-General thus understood that it would be beneficial to both staff representatives and management to arrive at specific, quantifiable definitions of "reasonable time" and requested that, at its nineteenth session, in June 1995, the Staff-Management Coordination Committee formulate recommendations to that effect.

7. In formulating the definitions set out in paragraph 8 (a) to (e) below, the Staff-Management Coordination Committee (SMCC) sought to balance, on the one hand, the increase in the complexity and number of issues dealt with in the context of staff-management consultations and, on the other hand, legitimate concerns of Member States and programme managers regarding the amount of time and the level of resources devoted to the process. Staff representatives consider these to be the lowest possible release levels feasible, if staff are to be able to carry out their activities and participate fully in staff-management consultations. The introduction of clear guidelines for use in giving staff representatives "reasonable" official time to conduct their duties is considered to be in full consonance with the efforts of the Organization to introduce the system of accountability and responsibility, as mandated by the General Assembly.

8. In September 1995, the Secretary-General endorsed the SMCC recommendations, on the understanding that the prime objective of both management and Staff Union leaders is to maintain the integrity of programme delivery while ensuring an appropriate level of staff representational activities. The formula agreed upon and approved by the Secretary-General represents an aggregate amount and distribution of time which are deemed reasonable under the present circumstances. In the event that changed circumstances would require adjustments, those adjustments would be possible while preserving the overall

prime objective of programme delivery. With this understanding, "reasonable time" for staff representational activities is to be defined as follows:

(a) Full-time release for the President or Chairman of the Executive Committee/Council representing staff in the range of 1,000, and 60 per cent release if the number of staff represented is less. In the latter case, additional time should be given to deal with non-recurrent issues, such as initial classification exercises or the introduction of the Performance Appraisal System;

(b) At duty stations other than New York and Geneva, release for the First Vice-President and, where applicable, for the Second Vice-President for three days per week (or 96 hours per month), if the number of staff represented is in the range of 1,000 staff, and 1.5 days per week (or 48 hours per month) if the number of staff represented is less. In New York and Geneva, where the number of staff is significantly higher and in view of the complexity of issues which arise therefrom, the First and Second Vice-Presidents in New York and the Vice-Executive Secretary in Geneva are to be given full-time release. Moreover, when the President or Chairman of the Executive Committee holds concurrently the position of President of the Coordinating Committee for International Staff Unions and Associations of the United Nations System (CCISUA), release of another officer should be given in the case of New York and Geneva;

(c) When the number of staff represented is in the range of 1,000, 32 hours per month release for other members of the Executive Committee, except for New York where 44 hours per month should apply, and 16 hours per month when the number of staff is less;

(d) For members of the Staff Council, an average of 10 hours per month release, except for New York where 15 hours per month should apply. In the case of field missions, an average of 5 hours per month should apply. It is further understood that the determination of reasonable time must be pragmatic. If circumstances so warrant within a given organizational unit, the Assistant Secretary-General for Human Resources Management or the Chief Administrative Officer, as appropriate, would seek the concurrence of the programme manager/supervisor for the additional time required. It would be expected that such concurrence would not be unreasonably withheld;

(e) In addition to the considerations set out in subparagraph (d), it was understood that circumstances may require the release of staff representatives to attend to special projects, such as salary surveys or time-bound participation in a working group or task force or such issues as security of staff or working conditions. If circumstances so warrant within a given organizational unit, the Assistant Secretary-General for Human Resources Management or the Chief Administrative Officer, as appropriate, would seek the concurrence of the programme manager/supervisor for the additional time required. It would be expected that such concurrence would not be unreasonably withheld.

9. The annex to the present report gives in chart form the breakdown of "reasonable time" to be granted per duty station for the conduct of staff

representational activities. This reflects the current composition of local staff representative bodies in the global Secretariat.

III. SPECIAL CONSIDERATIONS

10. Included in the report of the nineteenth session of SMCC, as approved by the Secretary-General, is management's recommendation that consideration should be given to introducing term limits for staff representatives so as to avoid a long-term, repeated drain of resources earmarked for programme delivery as well as the staff representative view that the proposal should not be considered and that it infringed upon the sovereign rights of staff representative bodies. The suggested consideration would require referendums by the staff at large of the respective staff unions. While taking note of the position of the staff, management reiterated its view that such consideration should be given by each staff union, in the light of the impact of the repeated release of the same staff representatives on the delivery of budgeted programmes.

11. Also, as indicated in the Secretary-General's report (A/C.5/49/64) on the costs of staff representation activities during 1992, 1993 and 1994, a staff member had been released full-time during that period to assist CCISUA. In response to concerns expressed by Member States, the full-time release of the CCISUA Research Office was ceased effective 1 January 1996, on which date the staff member concerned returned to full-time performance of her regular duties. On behalf of the member associations of the Coordinating Committee, both the President and the Vice-President of CCISUA have conveyed deep concern that the full-time release arrangement has been terminated and affirm that this will have a serious, negative impact on the ability of CCISUA, which is analogous to the Administrative Committee on Coordination (ACC) on the management side, to present comprehensive and informed staff positions on such matters as compensation, benefits and conditions of work for staff serving in the global Secretariat.

12. Management agrees on the value of the work of the Research Officer in the preparation of highly technical documentation presenting the staff perspective, in particular to the International Civil Service Commission (ICSC) and its subsidiary bodies, on such subjects as post adjustment, margin calculations and General Service salary methodology issues. ICSC has also commented on the usefulness of this work. Bearing this in mind, the Secretary-General had in September 1995 approved the recommendation of SMCC that "when the President or Chairman of the Executive Committee holds concurrently the position of President of CCISUA, release of another office shall be given, in the case of New York and Geneva". This would accommodate the continued full-time release of the CCISUA Research Officer. However, implementation of this measure has been suspended in view of the expressed concerns of Member States.

ANNEX

Application of official release formula agreed at the Staff-Management Coordination Committee for specific duty stations

A. Headquarters duty stations (approximately 1,000 staff)

New York

President	Full-time release
First Vice-President	Full-time release
Second Vice-President	Full-time release
8 members/Executive Committee	44 hrs/month (5 days)
60 staff representatives	15 hrs/month (2 days)
CCISUA Research Officer	Full-time release

Geneva

Executive Secretary	Full-time release
Deputy Executive Secretary	Full-time release
7 members/Executive Committee	32 hrs/month (4 days)
15 staff representatives	10 hrs/month (1.5 days)

Vienna

President	Full-time release
Vice-President	60% release/96 hrs/month (12 days)
4 members/Executive Committee	32 hrs/month (4 days)
14 staff representatives	10 hrs/month (1.5 days)

B. Other duty stations, less than 1,000 staff

Addis Ababa

President	60% release/96 hrs/month (12 days)
Vice-President	30% release/48 hrs/month (6 days)
4 members/Executive Committee	16 hrs/month (2 days)
5 staff representatives	10 hrs/month (1.5 days)

Bangkok

President	60% release/96 hrs/month (12 days)
Vice-President	30% release/48 hrs/month (6 days)
3 members/Executive Committee	16 hrs/month (2 days)
5 staff representatives	10 hrs/month (1.5 days)

Amman

President	60% release/96 hrs/month (12 days)
Vice-President	30% release/48 hrs/month (6 days)
2 members/Executive Committee	16 hrs/month (2 days)
2 staff representatives	10 hrs/month (1.5 days)

Jerusalem/Field Service

President	60% release/96 hrs/month (12 days)
Vice-President	30% release/48 hrs/month (6 days)
3 members/Executive Committee	16 hrs/month (2 days)
10 staff representatives	10 hrs/month (1.5 days)
90 outposted field mission staff representatives	5 hrs/month (0.5 days)

Nairobi

President	60% release/96 hrs/month (12 days)
Vice-President	30% release/48 hrs/month (6 days)
3 members/Executive Committee	16 hrs/month (2 days)
14 staff representatives	10 hrs/month (1.5 days)

Santiago

President	60% release/96 hrs/month (12 days)
Vice-President	30% release/48 hrs/month (6 days)
2 members/Executive Committee	16 hrs/month (2 days)
8 staff representatives	10 hrs/month (1.5 days)

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GENERAL

A/C.5/50/65
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ORIGINAL: ENGLISH

Fiftieth session
Agenda item 138 (a)

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Support account for peace-keeping operations

Note by the Secretary-General

I. INTRODUCTION

1. By paragraphs 4 and 5 of its resolution 50/221 of 11 April 1996, the General Assembly respectively decided to revert to the proposals of the Secretary-General for the support account for the period from 1 July 1996 to 30 June 1997 1/ at its second resumed session, in May 1996 and requested the Secretary-General in that regard to address the issues contained in the report of the Advisory Committee on Administrative and Budgetary Questions (ACABQ). 2/

2. The Secretary-General notes that, while raising a number of observations and recommendations in its report (A/50/897), the Advisory Committee also recommended that the General Assembly authorize, for the period from 1 July 1996 to 30 June 1997, Headquarters backstopping requirements, funded from the support account, in the amount of $37,236,200 gross ($31,346,400 net), together with a staffing level of 355 posts, subject to whatever decision it may take with regard to the rental of space at the FF Building. The observations and recommendations raised by the Advisory Committee fall under two categories.

3. The first relates to those observations and recommendations to be taken into account when preparing future annual reports of the Secretary-General on the support account for the period beyond June 1997. These include restoring simplicity to the procedures for the approval of expenditures (A/50/897, para. 7), providing information on resource use during the preceding calendar year (ibid., para. 8), making reference to the impact on resource requirements of the reforms and new procedures called for by resolution 49/233 (ibid., para. 20); full disclosure of the scope of activities financed from trust funds

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(ibid., para. 23); full disclosure and valuation of services rendered by military/civilian personnel on loan from Governments to the Organization (ibid., para. 25); and provision of information on the geographic distribution of posts (ibid., para. 34).

4. The second category deals with those observations and recommendations of the Advisory Committee that are to be addressed now. The immediate issues are addressed in the present note, which provides:

(a) An elaboration on the conduct of the comprehensive review undertaken by the Secretary-General on the support account (ibid., para. 18);

(b) The outcome of the review of what action can be taken immediately to correct the imbalance between United Nations-financed posts and gratis military officers occasioned by the proposal to suppress and/or utilize elsewhere in the Department of Peace-keeping Operations a number of Professional-level posts and gratis military officers from the Planning Division (ibid., para. 27);

(c) The outcome of the review of requirements in the regional divisions of the Office of Operations, taking into account the number and size of relevant peace-keeping operations under their supervision as well as relevant activities implemented by other Secretariat departments/offices funded from the regular budget, such as the Department of Political Affairs (ibid., para. 29);

(d) An explanation of the low-priority designation for certain elements of the Department of Peace-keeping Operations' claims-processing activities contained in annex III (workload data) to the report of the Secretary-General 1/ (ibid., para.30);

(e) The outcome, within the 355 posts requested, of further review and analysis of the ratio of General Service posts to Professional posts (ibid., para. 19);

(f) The outcome of further review of posts requested for certain offices in Department of Administration and Management, specifically, telecommunications services, mail and pouch, treasury and accounts, bearing in mind the impact of technological innovations being implemented (ibid., para. 29);

(g) An elaboration of the basis for the proposed reduction of two Professional posts in the Audit and Management Consulting Division of the Office of Internal Oversight Services (ibid., para. 29);

(h) Information on the extent to which the space at the FF Building would be used to accommodate staff funded through the support account (ibid., para. 32).

5. As regards other specific questions raised by the Advisory Committee in paragraph 24 of its report 2/ on the use of military/civilian personnel on loan from Governments, these will be addressed in a separate report of the Secretary-General, which is under preparation.

II. REVIEW PROCESS

6. The comprehensive review was indeed conducted with the possibility of a significant reduction in posts in order to remain within the projected support account income for 1996 if the current funding methodology and financing formula were maintained. Nevertheless, within that context, the primary thrust of the review exercise was to determine the minimum level of support account resources required to perform adequate backstopping requirements at Headquarters for the 3-month bridging period from 1 April to 30 June 1996 and the 12-month period from 1 July 1996 to 30 June 1997, taking into account the new budget and financial cycle for peace-keeping operations as well as the changing requirements for backstopping peace-keeping operations.

7. Within these parameters, the departments/offices involved identified their respective minimum resource requirements, including their intended internal post allocations. These initial proposals were the subject of further reviews and adjustments between the departments/offices and the Office of Programme Planning, Budget and Accounts. While the reduction of posts was a factor in determining final output, the main consideration of the comprehensive review was to find a sustainable level of resources, taking into account the workload analysis for the period under review and bearing in mind the financial constraints faced by the Organization. The resulting internal allocation of posts for each of the departments/offices involved comprised a mix of post suppressions and redeployments, a very few new and/or reclassifications of existing posts, representing the best judgement of the Secretary-General and his programme managers of the minimum resources required for supporting peace-keeping operations at Headquarters.

8. Departments/offices involved, when developing their minimum support account staffing proposals, have taken full account of the totality of staffing resources available to them from other sources of funds that could be identified as performing backstopping-related functions (i.e., the regular budget, extrabudgetary, gratis personnel). In this connection, it is noted that, while all the posts in the Department of Peace-keeping Operations funded from all sources of funds perform executive direction, management and support functions for peace-keeping operations, for the other departments/offices involved, their non-support-account-funded posts generally do not perform backstopping-related functions. Nevertheless, it was with a view to full disclosure that information at a greater level of detail than previously provided on the number and grade levels of posts and their related source of funding was included in the report of the Secretary-General. 1/

III. STAFFING OF THE MISSION PLANNING SERVICE

9. The Mission Planning Service, as the largest entity of the Planning Division, develops comprehensive concepts and plans for peace-keeping missions and other complex emergencies, if required. Even though the planning function is clearly interdisciplinary, the nature of the tasks to be performed lends itself to the particular skills provided by staff-trained military personnel. Hence, the number and concentration of military officers in this area. At this point in time, it would be difficult to identify civilian staff in the

Department of Peace-keeping Operations with the requisite qualifications to replace military officers in the Mission Planning Service. Military officers are made available by their Governments for limited periods of time, so that their assignment to the Department can be considered as a planned phase in their career. This is true for those holding United Nations appointments and those provided free of charge by Governments. Familiarization with the United Nations environment and the specificity of the tasks to be performed require a rotation schedule of about two years; a similar time-frame is required to maintain continuity and guarantee sufficient institutional memory. The Department is not in a position to redeploy United Nations-funded posts from elsewhere in the Department to the Mission Planning Service. Thus, efforts to maintain a balanced geographical distribution of the planning staff would entail the provision of additional posts.

10. The report of the Secretary-General 1/ had indicated that there were 122 gratis military officers in the Department of Peace-keeping Operations and 4 in the Department of Administration and Management. At the time of the hearings with the Advisory Committee, the numbers were adjusted downward to 112 and 3 respectively. Given the fact that the number of such personnel constantly varies with time, the estimated cost of the former figures based on grade equivalencies provided by the Department of Peace-keeping Operations would be some $5.9 million per year. It must be noted, however, that the costing estimate is based on United Nations standard costs after assigning approximate United Nations grade levels to gratis military officers. A more comprehensive discussion on gratis military personnel will be provided in a forthcoming report of the Secretary-General.

IV. REGIONAL DIVISIONS OF THE OFFICE OF OPERATIONS

11. In connection with the bottom-up functional review that had already been undertaken on the basis of the report of the Secretary-General, 1/ particular attention was given to the question of possible overlap between the regional divisions in the Office of Operations, Department of Peace-keeping Operations, and the regional divisions in the Department of Political Affairs. In broad terms, the division of labour may be described as follows: the Department of Political Affairs supports the Secretary-General in his political contacts with Member States; has primary responsibility for the provision of required inputs as well as for reviewing reports to the political bodies of the Organization; and supports the Secretary-General in his conduct of good offices, preventive diplomacy and the negotiating process. The Department of Peace-keeping Operations plans, deploys, directs and supports peace-keeping operations and, in addition, supports other field missions. It deals with all aspects of the implementation of peace-keeping mandates and, to this end, maintains contact with the field missions and with Member States. There is active collaboration between the two departments relating to contacts with the parties to a conflict in the preparation of reports to the political bodies of the Organization.

12. In view of paragraphs 9 and 11 above, the Secretary-General maintains his position that the proposed allocation of 217 support account-funded posts within the Department of Peace-keeping Operations for the 12-month period from 1 July to 30 June 1997 should be sustained. At the same time, he notes that

flexibility already accorded to him will allow him to meet, as required, changing operational requirements during the period.

V. PRIORITY DESIGNATION TO CLAIMS-PROCESSING

13. In paragraph 30 of its report, the Advisory Committee requested an explanation on the low-priority designation given to claims relating to contingent-owned equipment (COE) by the Claims Unit of the Department of Peace-keeping Operations in annex III to the report of the Secretary-General. 1/ In fact, highest priority is accorded by the Department to the processing of claims by troop-contributing Governments. However, at the Claims Unit level, claims-processing work is carried out in the following order: letters of assist, death and disability and COE. In this connection, it is noted that claims for COE, under current arrangements, are normally submitted by Governments once a year and take much longer to process because of the need for technical verification of "in-out surveys", which form the basis for calculations. Moreover, the designation does not reflect the fact that the processing of COE claims receives urgent attention as soon as they are submitted by Member States. At present, the Finance Management and Support Service has 22 staff, including 15 gratis military officers assigned exclusively to the processing of claims. This represents some 38 per cent of the total resources available to the Service.

VI. RATIO OF GENERAL SERVICE TO PROFESSIONAL POSTS

14. The Advisory Committee expressed the view that the ratio of General Service to Professional posts required further analysis with a view to achieving a reduction in the number of General Service posts. It is pertinent to point out that the majority of General Service posts funded from the support account in the Department of Peace-keeping Operations and in the Department of Administration and Management are not performing secretarial-type duties but for the main part are filling technical positions; assisting Professional staff in the handling of finance and budgets, electronic data-processing and telecommunications, procurement and other technical functions.

VII. IMPACT OF TECHNOLOGICAL INNOVATIONS ON CERTAIN DAM UNITS

15. The Advisory Committee requested an explanation of the impact of technological innovations on resource requirements in telecommunications, mail and pouch, treasury and accounting. At the outset, it must be recognized that computerized systems, however sophisticated, require human intervention to enter data, review the results, make judgements and take appropriate action. These are discussed briefly below:

(a) The Telecommunications Operations Section of the Electronic Services Division currently has four posts (1 P-2 and 3 GS), of which one General Service or 25 per cent has already been proposed for abolition. This Section handles all communications traffic, including voice, cryptographic messages, satellite circuit installations, facsimile, cable and telex. The remaining posts are

essential to ensure that these critical services are not disrupted within the context of the continuing support required by missions in the field;

(b) There are currently five General Service posts in the Mail and Pouch Unit of the Mail Operations Section of the Buildings Management Service, of which two, or 40 per cent, have already been proposed for reduction. The reduction has more to do with the anticipated downsizing and closure of some missions rather than with technological innovations. There is no viable alternative, as yet, to diplomatic pouch operations, which continue to serve as an essential communications instrument between Headquarters and field missions;

(c) The Accounts Division will benefit from the impact of technological innovations, particularly the Integrated Management Information System (IMIS), but most of this benefit will not have an impact on staffing in a significant way for another 12 to 18 months. Release 3 of IMIS has just been implemented, but a significant amount of continuing work in the migration and conversion of data from the old accounting system to the new IMIS environment, development of new reporting, and reconciliation work will be necessary in the coming months. Release 4 of IMIS, which covers payroll services, will not be implemented until late 1997, and this is the area in the Division that has the most potential for staff savings after the full implementation of IMIS. For the next year or so the Division's workload will remain almost as high as it has been in recent years, though in the programme budget for 1996-1997 the Secretary-General has already reduced two regular budget General Service posts in anticipation of productivity and efficiency gains resulting from IMIS (A/50/6/Rev.1). Much of the mandatory accounting work performed in support of peace-keeping is not affected by release 3 of IMIS. Such work includes the production of peace-keeping financial statements, handling inter-office movements of funds, processing payroll and other entitlements for peace-keeping staff, bank reconciliations and the like. The Division must also continue to provide substantial technical support and maintenance for the field accounting systems already developed and eliminate a considerable number of finance positions that would otherwise be needed. In addition to the Division's current workload, additional transition work will arise from the upcoming change in the financial period for all peace-keeping activities to the fiscal July-to-June year. In response to the anticipated downsizing and closure of a number of peace-keeping operations and some limited early productivity gains from release 3 of IMIS, the Accounts Division has already proposed a reduction of four posts (1 P-4, 2 P-3 and 1 GS), or a total reduction of 17 per cent, in its request for funding from the support account;

(d) With regard to the Treasury, a number of specific activities will not be performed in IMIS. These include the opening and closing of bank accounts, changes in signatory panels, placement of short-term investments, and so forth. Thus, while IMIS is expected to improve the accuracy of records and the integration of data, it will not have a significant impact on the work performed in the Treasury for the immediate future. The acquisition of the portfolio management software is mainly intended to reduce errors and improve the rate of return on investment by making it possible to consider and utilize certain investment instruments that are too complex to be managed with existing systems. The Treasury is not a large organizational entity in which there are many clerical staff performing the same routine processing functions. Thus, the

economies of scale that are usually associated with "technological innovations" cannot be applied to it. Nonetheless, with the anticipated downsizing and closure of a number of peace-keeping operations, one support account General Service post has been proposed for suppression.

VIII. AUDIT AND MANAGEMENT CONSULTING DIVISION, OFFICE OF INTERNAL OVERSIGHT SERVICES

16. When determining its minimum requirements for the audit of peace-keeping operations, the Office of Internal Oversight Services took into account the prospective downsizing and closure of a number of missions. Moreover, the proposed reduction of two support account posts for OIOS also took full account of its audit plan for the period covered and includes the audit of missions during their liquidation phase. This audit plan was reflected in annex III to the report of the Secretary-General. 1/

IX. FF BUILDING SPACE

17. In paragraph 32 of its report, 2/ the Advisory Committee had noted that a provision in the amount of $2.7 million had been made for the cost of common services for the 355 posts proposed for the period from 1 July 1996 to 30 June 1997. Of this amount, $1.8 million related to rental of office space calculated on the basis of standard costs related to staff. There is no direct linkage between this amount and the rental requirements for the FF or any other building currently occupied by the United Nations Secretariat. The rental payments required for all rented space, including the FF Building, are financed primarily from the regular budget, supplemented by the charges attributable to the extrabudgetary accounts.

X. CONCLUSION

18. The Secretary-General trusts that the additional information provided herein will allow the General Assembly to establish the minimum predictable annual level of support account resources needed to meet the backstopping requirements at Headquarters by endorsing, at its second resumed session, his proposals, 1/ which were based on the outcome of the comprehensive review. The further continuation of short-term ad hoc arrangements authorized by the General Assembly up to now would serve only to perpetuate the instability and difficulties experienced by the Secretariat to carry out forward planning on the identification, recruitment and subsequent use of staff selected in accordance with the established regulations and rules, for peace-keeping backstopping functions.

Notes

1/ A/50/876.

2/ A/50/897.

UNITED
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General Assembly

Distr.
GENERAL

A/C.5/50/66
13 May 1996

ORIGINAL: ENGLISH

Fiftieth session
FIFTH COMMITTEE
Agenda item 116

PROGRAMME BUDGET FOR THE BIENNIUM 1996-1997

Letter dated 9 May 1996 from the Chairman of the Committee on Conferences to the Chairman of the Fifth Committee

Following the issuance of the Secretary-General's report on the proposed programme budget for the biennium 1996-1997 (A/C.5/50/57), the Bureau of the Committee on Conferences agreed that it was the responsibility of the Committee to examine the impact of that report on Conference Services. Subsequently, at its 388th meeting, on 30 April 1996, the Committee considered the Secretary-General's report.

In informing the Committee of the impact of the proposals, the Secretariat indicated that programme managers had been instructed to achieve savings of a certain order of magnitude ($26.75 million) and to attain a vacancy rate of 6.4 per cent. That had involved a major exercise for Conference Services, which kept its core staff at a lower level than necessary to cover requirements and relied heavily on temporary assistance. In order to achieve the required targets, it was necessary to reduce temporary assistance, increase the use of self-revision and postpone the purchase of computerized systems for use in the Translation Services as well as other technological innovations, thereby deferring anticipated productivity gains. Even after taking into account the capacity expected to be released by the cancellation of scheduled meetings, available resources would be sufficient to service only those meetings approved in the calendar of conferences, and no additional meetings requested by any intergovernmental organ could be accommodated without additional resources. Document-processing capacity would also be reduced, in which connection priority would be given to parliamentary documentation, rather than meeting records and publications.

The Committee expressed its concern at the impact of these measures on the capacity of Conference Services to meet mandated activities, in terms of both servicing meetings and processing documentation. In particular it stressed that

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the concurrence of the body concerned must be sought before any action was taken to alter entitlements to meetings; that increased reliance on self-revision should not impair translation quality; and that all official languages must receive equal treatment. The Committee also noted that the deferral of technological innovations, including the modernization of the text-processing services at the United Nations Office at Vienna, would be counterproductive in terms of cost-effectiveness. More information on the impact of the measures must be provided to enable the General Assembly to take an informed decision.

I should be grateful if you would have this letter circulated to the members of the Fifth Committee to apprise them of the views of the Committee on Conferences.

(Signed) El Hassane ZAHID
Chairman
Committee on Conferences

UNITED
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General Assembly

Distr.
GENERAL

A/C.5/50/67
14 May 1996

ORIGINAL: ENGLISH

Fiftieth session
Agenda item 116

PROGRAMME BUDGET FOR THE BIENNIUM 1996-1997

Report of the Secretary-General

I. INTRODUCTION

1. The present report is provided in response to requests of the Fifth Committee following authorizations granted to the Secretary-General for him to enter into commitments in respect of new mandates to be carried out in Haiti, Guatemala, El Salvador and Rwanda. The commitments were as follows:

	Thousands of United States dollars a/
Haiti/MICIVIH	1 800.0 b/
Guatemala/MINUGUA	20 967.3
El Salvador/ONUV	1 000.0
Rwanda/Commission of Inquiry	931.8
Total	24 699.1

a/ Net of staff assessment.

b/ Up to 31 May 1996.

In the case of the United Nations International Civilian Mission in Haiti (MICIVIH), the United Nations Mission for the Verification of Human Rights and of Compliance with the Commitments of the Comprehensive Agreement on Human Rights in Guatemala (MINUGUA) and the United Nations Office of Verification (ONUV), the General Assembly resolutions mandating the activities require that they be implemented from within existing resources. In all four cases, the Secretary-General was requested by the Fifth Committee to submit proposals on possible means of absorption of the cost of the new mandates within the 1996-1997 programme budget.

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2. These four requests of the Fifth Committee followed written statements by the Secretary-General that costs of the new mandates could not be absorbed and would require funding. 1/ The same position had also been stated in more general terms in the report on identification of cost reductions in the amount of $154 million (A/C.5/50/57). The Advisory Committee on Administrative and Budgetary Questions, in reporting on these new mandates, had also informed the Fifth Committee that it was of the opinion that the Secretary-General could not reasonably be expected to absorb the entire amounts in question.

3. Notwithstanding the above, the Fifth Committee decided, in each case, to request the Secretary-General to submit proposals on possible means of absorption of the cost of the new mandates in the 1996-1997 programme budget. This request should be considered in the context of a potential overall cost of $120 million (of which $51 million applies to 1996 and $69 million to 1997) for approved and prospective new mandates in the 1996-1997 biennium (see annex). Under the circumstances, the Secretary-General has once more examined the possibilities for absorption in an effort to solve the budgetary problem now facing the Organization while still implementing all mandated programmes from within available resources.

II. BACKGROUND

4. Prior to the General Assembly's adoption of resolutions 50/86 B and 50/220 authorizing the extension of the mandates of MICIVIH and MINUGUA respectively, the Secretary-General submitted statements of programme budget implications (A/C.5/50/52 and A/C.5/50/53). In those reports, the attention of the Assembly was drawn to the relevant operative paragraphs of the draft resolutions before it, which would authorize those mandates from "within existing resources". The Secretary-General further recalled resolution 50/214, in which the Assembly decided that mandated programmes and activities must be fully implemented, and resolution 50/215, in which the Assembly mandated the reduction of the 1996-1997 programme budget by $154 million, including $50 million as a result of the increase in the vacancy rate. Accordingly, the Assembly was apprised that the mandated reductions made it impossible to absorb additional expenditures without affecting existing mandated programmes and activities.

5. The Secretary-General further stated that, if the General Assembly were to decide that existing programmes should be curtailed, postponed or terminated, it would be possible to implement the mandates from "within existing resources". In the absence of a decision of the Assembly in that regard, additional appropriations of $24.5 million net would be required for MICIVIH and MINUGUA.

6. By his letter dated 12 March 1996 to the President of the General Assembly (A/50/891), the Secretary-General reaffirmed his position. In the letter from the President of the Assembly to the Chairman of the Fifth Committee (A/C.5/50/56), transmitting the letter of the Secretary-General to him, the President of the Assembly also pointed out that the current budgetary situation described by the Secretary-General did not give him flexibility to implement additional mandates from within existing resources.

7. The Chairman of the Advisory Committee, at the 48th meeting of the Fifth Committee on 26 March 1996 (A/C.5/50/SR.48), noted that the analysis made by the Secretary-General was entirely consistent with the procedures laid down in General Assembly resolution 41/213; pointed out that in the course of preparing the initial estimates for the programme budget for 1996-1997, the Secretary-General eliminated costs for MICIVIH and MINUGUA on the understanding that, should the mandates for those missions be renewed, the necessary spending authority would be sought; expressed the view that the Secretary-General could not reasonably be expected to absorb the entire amounts in question; and concurred in the statement of the Secretary-General in his letter dated 12 March 1996 to the President of the Assembly (A/50/891).

8. Notwithstanding the above communications, the Fifth Committee decided to inform the General Assembly that, should it adopt draft resolutions A/50/L.67 and Add.1, and A/50/L.68 and Add.1, the Secretary-General would be authorized to enter into commitments not exceeding $21 million, net of staff assessment, for MINUGUA up to 31 December 1996 and $1.8 million, net of staff assessment, for MICIVIH for the period from 8 February to 31 May 1996. The Fifth Committee, in its reports contained in documents A/50/913 and A/50/914, reaffirmed the budgetary process adopted in Assembly resolution 41/213 and recalled resolution 50/214, by which the Assembly decided that all mandated programmes and activities should be fully implemented and that changes in those programmes and activities were the prerogative of the Assembly. The Fifth Committee also requested the Secretary-General to present to the Assembly, not later than 15 May 1996, proposals on possible means of absorption in the 1996-1997 programme budget, including part II thereof. The Committee also decided to revert to the issue of appropriations at its May 1996 session in the light of the Secretary-General's proposals.

9. Shortly after the adoption of decisions regarding MICIVIH and MINUGUA, new requirements in respect of El Salvador ($1.0 million) and the Commission of Inquiry for Rwanda ($931,800) arose as a result of resolutions of the General Assembly and the Security Council respectively. Given the similarity of circumstances surrounding these cases with those of the MICIVIH and MINUGUA missions, the Fifth Committee followed a similar procedure by granting commitment authority to the Secretary-General and requesting him to make proposals on possible means of absorption of these additional commitments.

III. POSSIBILITIES FOR ABSORPTION

10. As outlined in the report of the Secretary-General on the implementation of the reductions of $154 million mandated by the General Assembly in its resolution 50/215 on the programme budget for the 1996-1997 biennium (A/C.5/50/57), full identification of the mandated reductions has not yet been achieved. It was possible, however, to inform the Assembly that an overall reduction of approximately $140 million appeared feasible at that stage "it being understood that new mandates adopted during the biennium would require new funding, or would not be implemented without a commensurate reduction in other mandates".

11. As soon as the Fifth Committee adopted its decisions requesting the Secretary-General to present a report not later than 15 May 1996, he sought the cooperation of Member States to provide suggestions for the preparation of the report. The decisions of the Fifth Committee reaffirmed that the Secretary-General had no authority to curtail or terminate mandated programmes and activities. Moreover, as the Fifth Committee decisions in respect of MICIVIH and MINUGUA were arrived at after the possibility of requesting the Secretary-General to present proposals for curtailment, postponement and/or termination of existing programmes and activities had been considered in informal consultations, but not retained, he was not in a position to propose reductions in mandated activities.

12. At the request of the Secretary-General, the President of the General Assembly convened two meetings with representatives of Member States to provide, collectively or individually, the Secretary-General with suggestions for any changes in mandated programmes and activities that could release resources for reallocation to support the activities requested from new mandates. Views were expressed, on the one hand, that the Secretary-General had no authority to reduce mandated activities. On the other hand, some suggestions were made as to the possibility for securing reductions in conference-servicing and travel costs, public information, subventions and intergovernmental and Secretariat structures. It was apparent, however, that there was no agreement on the question of additional resources for new activities to be implemented.

13. Statements on the absorption of additional expenditures are made on the basis of a number of implicit, but often unstated, assumptions, which it might be helpful to elucidate at this point so as to avoid misunderstanding. The indication that a particular dollar level of budget funding will accommodate the implementation of a specified set of programmes is based upon three assumptions as to:

(a) The quantity of real resources required;

(b) The price of those resources in particular currencies;

(c) The dollar exchange rate available for purchasing those currencies.

14. The statements made by the Secretary-General to date that no additional mandates can be absorbed have been based upon an assumption that budgeted cost levels and exchange rates will be fulfilled and that the level of real resources (number of posts, vacancy rates, etc.) assumed under the $2.6 billion appropriation will also evolve as anticipated and that efficiency gains now identified would be applied to achieving the mandated budget reduction of $154 million. An ex post facto assessment of actual expenditures in dollars will reflect the positive or negative effect of changes in exchange rates, price levels, the quantum of real resources utilized (number of staff, vacancy rates, etc.) and the level of programme mandates implemented. The first and final performance reports of the programme budget serve the purpose of allowing the General Assembly to realign budget appropriations in the light of changing realities.

15. The differences in the level of expenditures in an international setting may be substantially greater than would occur in a national setting because of the considerable variations that are attributable to currency fluctuations. It was because of such circumstances that the budgetary procedures established by General Assembly resolution 41/213 and elaborated in resolution 42/211 provided that variations (positive or negative) resulting from a change in the exchange rates and inflation would not be covered by the contingency fund. In that resolution, the General Assembly also decided that expenditures arising from the impact of extraordinary expenses, including those relating to the maintenance of peace and security, would be treated outside the contingency fund, so that implementation of political activities mandated by the Assembly and the Security Council were not hampered by the constraints of existing resources. It may be noted that, at this stage, the average for the first four months of the biennium shows no variance between the actual and budgeted exchange rates for the largest currency involved (Swiss franc) vis-à-vis the United States dollar but, as at the current date, that currency has significantly weakened relative to the dollar, a situation which, if it continues during the remaining course of the biennium, would be a positive factor.

IV. CONCLUSION

16. In the light of the above and consistent with the provisions of General Assembly resolution 50/214, which reaffirmed that changes in mandated programmes and activities were the prerogative of the Assembly, the Secretary-General is fully committed to the full implementation of all mandated programmes and activities, as reflected in the programme budget for 1996-1997 approved by the General Assembly, within the appropriation of $2,608 million.

17. The ability to absorb new programme mandates in 1996-1997 should be considered in the general perspective of the following budget figures. The initial budget proposals of the Secretary-General incorporated a reduction of $98 million; the subsequent additional reductions mandated by the General Assembly amounted to $154 million. It is anticipated that new mandates would require an additional $120 million during the biennium.

18. As reported in document A/C.5/50/57, efforts continue to be made to identify efficiencies that might increase the capacity of the programme budget to improve productivity, but it is unlikely that the efficiency reviews to be concluded by the fifty-first session of the General Assembly would yield savings in excess of the total required reduction of $154 million; it is anticipated rather that those efficiency savings would mitigate the impact on activities and services. In addition, it must be noted that the identification of additional efficiencies and reductions in mandated programmes agreed upon by Member States may not have the same effect as the immediate realization of reductions in the programme budget for 1996-1997. For instance, a more efficient method of working, or the elimination by Member States of a mandated programme, may theoretically save a post in 1997, but reducing payroll costs of that post requires vacating that post, and separation costs associated therewith would exceed the 1997 costs of the post being saved. Under the circumstances, the feasibility of turning efficiencies or reductions by Member States of programme mandates into immediate budget savings is more limited. New efficiency studies

under way may lead to potential reductions in areas other than posts. It is, however, too early to identify potential benefits resulting from these studies.

19. Member States may, therefore, wish to reflect on whether it is feasible for the Secretary-General to meet both the objectives of (a) delivering all mandated programmes and (b) containing expenditure levels "within existing resources". It is reiterated that new mandates could be implemented within the existing budget appropriation only if the Assembly were to decide which existing programmes should be terminated or eliminated from the regular budget.

20. The Secretary-General therefore anticipates that the first performance report to be submitted to the General Assembly at its fifty-first session, in accordance with the established budgetary timetable, would reflect expenditures deriving from the relevant commitment authorities estimated at $51 million in 1996 and take into account all other relevant factors.

Notes

1/ A/50/861, para. 43; A/50/861/Add.1, para. 4; A/C.5/50/52, para. 12; A/C.5/50/53, para. 8; A/50/881, para. 12; A/50/891; A/C.5/50/59; and A/C.5/50/60.

Annex

ESTIMATED ADDITIONAL REQUIREMENTS FOR THE 1996-1997 BIENNIUM

(In thousands of United States dollars)

	1996 a/	1997 a/	Total a/	1996 document reference	1996 commitment authorized to date	1996 staff assessment to date	
PEACE AND SECURITY: 41/213, annex 1, para. 11							
MICIVIH (up to 31 August 1996)	3 400	5 900	9 300	A/C.5/50/52	1 800.0	200.0	up to 31 May 1996
(1 September to 31 December 1996)	1 600		1 600				
MINUGUA (through 31 December 1996)	21 100	28 100	49 200	A/C.5/50/53	20 967.3	1 737.5	
Political presence in El Salvador	1 100	1 200	2 300	A/C.5/50/59	1 000.0	135.9	
International Commission of Inquiry in Rwanda	1 000	2 300	3 300	A/C.5/50/60	931.8	67.0	
International Commission of Inquiry in Burundi	4 900	5 200	10 100				
Situation in Afghanistan		2 800	2 800				
Situation in Burundi		2 000	2 000				
Central American peace process		400	400				
United Nations political presence in Rwanda	6 100	6 300	12 400				
Related staff assessment	3 900	4 600	8 500				
	43 100	58 800	101 900		24 699.1	2 140.4	
Unforeseen and extraordinary expenditures resolution 50/217:							
Peace and security	5 000	5 000	10 000				
International Court of Justice	100	100	200				
Subtotal	48 200	63 900	112 100		24 699.1	2 140.4	
CONTINGENCY FUND							
International Seabed Authority		1 600 b/	1 600				
Servicing of the United Nations Framework Convention on Climate Change	2 500	3 100	5 600	A/C.5/50/58			
Revised estimates (ECOSOC):							
Commission on Narcotic Drugs	300	200	500				
Commission on Sustainable Development (Panel on Forests)		100	100				
Related staff assessment		100	100				
Subtotal	2 800	5 100	7 900				
Grand total	51 000	69 000	120 000		24 699.1	2 140.4	

a/ Estimates are rounded to the nearest hundred thousand.

b/ May be absorbed as offset against section 31 project deferrals to be identified in addition to those incorporated in A/C.5/50/57 proposals (see General Assembly resolution 214, sect. III, para. 72).

UNITED
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General Assembly

Distr.
GENERAL

A/C.5/50/68
23 May 1996

ORIGINAL: ENGLISH

Fiftieth session
FIFTH COMMITTEE
Agenda item 116

PROGRAMME BUDGET FOR THE BIENNIUM 1996-1997

Letter dated 23 May 1996 from the Chairman of the Committee on Information to the Chairman of the Fifth Committee

Following the issuance of the report of the Secretary-General on the proposed programme budget for the biennium 1996-1997 (A/C.5/50/57), I wish to bring to your attention the draft report of the Committee on Information as adopted at its eighteenth session, held at Headquarters from 6 to 17 May 1996.

In this connection, you might wish to review the deliberations during the general debate relating to the current financial crisis of the Organization and the need to strengthen its public information activities (A/AC.198/1996/L.1, paras. 28-30).

The Committee adopted, without a vote, a draft resolution on United Nations public information policies and activities to be submitted to the General Assembly at its fifty-first session (A/AC.198/1996/L.3). In paragraph 4 of the text, the General Assembly would express its concern on further reductions of the budget of the Department of Public Information that might affect negatively the activities mandated by the General Assembly, and request the Secretary-General to support the Department, in accordance with paragraph 6 of General Assembly resolution 50/214. In addition, by paragraph 30 of the text, the General Assembly would request that the Department be provided with an identification of all costs arising from mandates contained in resolutions other than the annual resolution of the General Assembly as recommended by the Committee on Information.

96-12920 (E) 230596 240596

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I should be grateful if you would have this letter circulated to the members of the Fifth Committee to apprise them of the views of the Committee on Information and the relevant provisions of its draft report.

(Signed) Ivan MAXIMOV
Minister Plenipotentiary
Chairman
Committee on Information

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General Assembly

Distr.
GENERAL

A/C.5/50/69
24 May 1996

ORIGINAL: ENGLISH

Fiftieth session
FIFTH COMMITTEE
Agenda item 136

FINANCING OF THE INTERNATIONAL TRIBUNAL FOR THE PROSECUTION OF PERSONS RESPONSIBLE FOR SERIOUS VIOLATIONS OF INTERNATIONAL HUMANITARIAN LAW COMMITTED IN THE TERRITORY OF THE FORMER YUGOSLAVIA SINCE 1991

Report of the Secretary-General

SUMMARY

The present report contains the performance report of the International Criminal Tribunal for the former Yugoslavia for the biennium 1994-1995. An amount totalling $43,715,400 gross ($38,819,700 net) was approved by the General Assembly for the operation of the International Tribunal for the period from 1 January 1994 to 31 December 1995. During this period, expenditures totalled $35,868,109, resulting in an unencumbered balance of $2,951,591.

The General Assembly is requested in financing the Tribunal for 1996 to credit the unencumbered balance against the budget for the Tribunal to assess Member States for the balance according to the 50/50 cost-sharing methodology determined in General Assembly resolution 49/242 B of 20 July 1995.

96-13097 (E) 280596 290596

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I. INTRODUCTION

1. The present report is submitted in accordance with paragraph 26 of General Assembly resolution 49/242 B of 7 August 1995.

2. Table 1 illustrates, by major object of expenditure, the total appropriation of $43,715,400 gross ($38,819,700 net) provided to the International Criminal Tribunal for the former Yugoslavia and the related expenditure of $35,868,109 for the period from 1 January 1994 to 31 December 1995.

3. The reported unencumbered balance resulted primarily from savings under personnel costs, travel, contractual services and furniture and equipment. These savings were partially offset by additional requirements for overtime, supplies and materials and general operating expenses.

Table 1. Performance report for the period from 1 January 1994 to 31 December 1995

Summary statement

(In United States dollars)

Object of expenditure	Appropriation	Total expenditures	Unencumbered balance
Salaries and allowances of judges	3 230 000	3 121 100	108 900
Posts	17 109 200	16 141 600	967 600
Temporary assistance for meetings	393 600	65 300	328 300
General temporary assistance	334 900	151 500	183 400
Consultants	194 300	178 100	16 200
Overtime and night differential	272 400	276 900	(4 500)
Travel on official business	5 000 700	3 018 400	1 982 300
Contractual services	3 661 500	3 159 300	502 200
General operating expenses	4 471 000	5 741 900	(1 270 900)
Supplies and materials	438 900	599 400	(160 500)
Furniture and equipment	3 713 200	3 414 609	298 591
Total	38 819 700	35 868 109	2 951 591

II. PERFORMANCE REPORT FOR THE PERIOD FROM 1 JANUARY 1994 TO 31 DECEMBER 1995

A. The Chambers

Table 2. Expenditures by object group

(In United States dollars)

Object of expenditure	Appropriation	Total expenditures	Unencumbered balance
Salaries and allowances of judges	3 648 600	3 249 600	399 000
Posts	718 500	537 000	181 500
Consultants	71 800	0	71 800
Overtime and night differential	20 000	18 100	1 900
Travel on official business	80 700	68 000	12 700
Total	4 539 600	3 872 700	666 900

Salaries and allowances of judges (including common costs) $399 000

4. Savings under this heading relate to reduced requirements for common costs which arose as a result of the fact that not all judges took up residency during the biennium.

Posts $181 500

5. Savings resulted from a delay in local recruitment of General Service staff in 1994. In 1995, all authorized General Service posts within the Chambers were fully encumbered.

Consultants $71 800

6. Resource requirements under this heading were not utilized during the 1994-1995 biennium. Consultancy services were provided to the Chambers in 1994, relating to advice on relevant legal issues on crimes within the jurisdiction of the Tribunal, the area of law in the former Yugoslavia including sentencing policies.

Overtime and night differential $1 900

7. Savings arose as a result of decreased requirements under this heading.

Travel on official business $12 700

8. Savings were attributable to the fewer number of trips required in 1994 for the judges to attend plenary sessions in The Hague than originally anticipated.

In line with the recommendation of the Advisory Committee on Administrative and Budgetary Questions in its report, 1/ entitlements of the judges were implemented on the basis of residence at The Hague. Travel expenses of the judges had also been limited to business class travel.

B. Office of the Prosecutor

Table 3. Expenditures by object group

(In United States dollars)

Object of expenditure	Appropriation	Total expenditures	Unencumbered balance
General temporary assistance	76 300	85 900	(9 600)
Posts	9 363 600	9 839 100	(475 500)
Consultants	93 400	129 000	(35 600)
Overtime and night differential	17 000	9 300	7 700
Travel on official business	4 272 500	2 445 600	1 826 900
Contractual services	3 900	3 800	100
Total	13 826 700	12 512 700	1 314 000

Posts ($475 500)

9. During 1994-1995, the Office of the Prosecutor carried out its mandated activities while continuing to strengthen its staffing resources. In this regard, resources for personnel were costed on a new post basis, i.e. initial posts in 1994 as well as additional posts in 1995 were costed at 50 per cent for the Professional level and above and 65 per cent for General Service and other categories. While the Office of the Prosecutor did not have full incumbency during the biennium, much of the recruitment within the Tribunal was focused on hiring the necessary staff to carry out the functions of the office. Accordingly, while the budgeted level of resources for posts was based on the above-mentioned delayed recruitment parameters, the actual vacancy rates in 1995 for Professional and General Service staff within the Office of the Prosecutor were 25 and 8 per cent respectively as at 31 December 1995. This factor led to increased actual costs for posts during 1994-1995.

General temporary assistance ($9 600)

10. Additional requirements resulted due to the need to provide for additional general level support than was initially anticipated. During the period prior to the adoption of the 1994-1995 budget, temporary assistance funds were utilized for the local hire of personnel to process evidentiary material received by the Office.

Consultants ($35 600)

11. Additional resources were required to provide for experts such as strategists and forensic pathologists as well as expert witnesses for the Office of the Prosecutor which were necessary for ongoing investigations and for the preparation of indictments and construction of cases for prosecution. These requirements were significantly larger than was earlier foreseen.

Overtime and night differential $7 700

12. Savings resulted due to decreased requirements for overtime support.

Travel on official business $1 826 900

13. Resources for travel during the biennium were estimated on the basis of a projected level of travel within the Office of the Prosecutor including travel for investigations such as travel in connection with interviewing witnesses and other sources of evidentiary material. While the estimates were based on the best information available at that time, it was recognised that an accurate indication of the travel requirements of the Office of the Prosecutor would only evolve over time and in light of real experience. In this regard, careful travel purchasing led to lower than expected unit costs per trip, and savings were therefore realized for travel within the Office of the Prosecutor during 1994-1995.

Contractual services $100

14. Savings arose from lower than expected costs for personal service contracts.

C. The Registry

Table 4. Expenditures by object group

(In United States dollars)

Object of expenditure	Appropriation	Total expenditures	Unencumbered balance
Temporary assistance for meetings	393 600	65 300	328 300
General temporary assistance	258 600	65 600	193 000
Posts	6 608 500	5 637 000	971 500
Consultants	29 100	49 100	(20 000)
Overtime and night differential	235 400	249 500	(14 100)
Travel on official business	647 500	504 800	142 700
Contractual services	1 653 200	1 155 500	497 700
Hospitality	3 000	700	2 300
Total	9 828 900	7 727 500	2 101 400

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Posts $971 500

15. Savings were realized as a result of significant delays in recruitment of staff within the Registry. In this connection, it should be pointed out that while salary costs remained within budgetary levels, net savings were partially offset by increased requirements for common staff costs.

Temporary assistance for meetings $328 300

16. Savings were attributable to the fact that trial activity was significantly impeded during 1994-1995. Resource requirements under this heading were originally estimated on the basis that trials would commence during 1995. While a number of judicial proceedings were held during 1994-1995, the first trial is scheduled to commence in May 1996.

General temporary assistance $193 000

17. Resources under this heading were estimated on the basis of short-term requirements for translators and interpreters for document/evidence processing and investigations in the field. Given the increasing demands of the Tribunal, translation and interpretation services were required on a continuing basis and, more appropriately, were funded under contractual services. This resulted in savings under general temporary assistance.

Consultants ($20,000)

18. Additional expenditures resulted from the need to obtain outside expertise in a number of areas of criminal court administration including identifying requirements in connection with the development of a court case management system. The requirements exceeded the amount originally budgeted for the provision of these services.

Overtime and night differential ($14 100)

19. Additional requirements arose as a result of judicial hearings. Given the limited number of security officers currently employed by the International Tribunal, in order to provide minim security coverage to the court and to the remainder of the premises, when a judicial proceeding is scheduled at the Tribunal, a certain number of security officers must work overtime to meet these requirements.

Travel on official business $142 700

20. Savings were largely attributable to reduced requirements for the travel of witnesses as a result of delayed trial activity. An amount of $280,000 was provided in 1994-1995 for travel of witnesses to judicial proceedings in The Hague. While a number of witnesses were required to travel to The Hague in 1995 to give evidence at preliminary hearings, no trials were held during 1994-1995, resulting in under-expenditures during the biennium.

Contractual services $497 700

21. Savings arose as a result of under-expenditures for defence counsel. Budgetary provision for counsel for 1994-1995 was estimated on a greater number of accused in custody than was actually realized. Accordingly, defence counsel costs were less than was originally envisaged. Resources under this heading also provided for costs associated with the services of detention facility guards.

Hospitality $2 300

22. Requirements were less than was budgeted, resulting in savings under this heading.

D. Programme support

Table 5. Expenditures by object group

(In United States dollars)

Object of expenditure	Appropriation	Total expenditures	Unencumbered balance
Contractual services	2 004 400	2 000 000	4 400
General operating expenses	4 468 000	5 741 200	(1 273 200)
Supplies and materials	438 900	599 400	(160 500)
Furniture and equipment	3 713 200	3 414 609	298 591
Total	10 624 500	11 755 209	(1 130 709)

Contractual services $4 400

23. Resources were provided for contractual interpretation, including translation and verbatim reporting as well as training and external printing. Savings were attributable to the fact that actual expenditures were lower than initially anticipated.

General operating expenses ($1 273 200)

24. Additional requirements arose largely as a result of the strengthening of the Netherlands guilder against the United States dollar. At the time the 1994-1995 budgetary proposals were formulated, the budgetary rate of exchange was $1 = f.1.85. However, the United States dollar depreciated sharply against the guilder during 1994-1995, with the United Nations operational rates of exchange at $1:f.1.74 and $1:f.1.61 as at 31 December 1994 and 1995 respectively. The result was that fixed costs such as rent as well as variable costs, including utilities and communications costs, exceeded budgetary

provision, which was estimated based on a higher rate of exchange than was actually realized.

25. As a result of delays in the procurement process caused by a shortage of staff, additional resources were required for rental of equipment, needed to cover the short-term operational requirements of the Tribunal. In this connection, conference-servicing equipment was rented to accommodate the needs of the Chambers prior to the completion of the courtroom.

26. Significant overruns under communications are attributable to higher domestic and long-distance telephone line rates than were originally estimated. This, coupled with the heavy reliance on the use of telecommunications equipment (telephone/facsimile) by the Tribunal, especially between The Hague and the region of the former Yugoslavia, led to over-expenditures under this heading.

Supplies and materials ($160 500)

27. Additional requirements arose as a result of the heavy usage of expendable office supplies, including paper for internal reproduction and photocopying. The cost of data-processing and audiovisual supplies, which was higher than originally envisaged, also contributed to expenditures exceeding the budgetary provision under this heading.

Furniture and equipment $298 591

28. Savings were realized primarily because the International Tribunal was able to purchase surplus furniture stock from the building owners at a lower than expected unit cost which resulted in under-expenditures under this heading. Savings were also attributable to some delays in the procurement of budgeted items.

III. ACTION TO BE TAKEN BY THE GENERAL ASSEMBLY AT ITS FIFTIETH SESSION

29. The General Assembly is requested in financing the International Tribunal for the former Yugoslavia to credit the unencumbered balance of $2,951,591 (net) for the period from 1 January 1994 to 31 December 1995 against the budget for the Tribunal for 1996 and to assess Member States for the balance according to the 50/50 cost-sharing methodology determined in General Assembly resolution 49/242 B of 20 July 1995.

Notes

1/ A/49/7/Add.12.

UNITED
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General Assembly

Distr.
GENERAL

A/C.5/50/70
24 May 1996

ORIGINAL: ENGLISH

Fiftieth session
FIFTH COMMITTEE
Agenda item 160

FINANCING OF THE INTERNATIONAL CRIMINAL TRIBUNAL FOR THE PROSECUTION OF PERSONS RESPONSIBLE FOR GENOCIDE AND OTHER SERIOUS VIOLATIONS OF INTERNATIONAL HUMANITARIAN LAW COMMITTED IN THE TERRITORY OF RWANDA AND RWANDAN CITIZENS RESPONSIBLE FOR GENOCIDE AND OTHER SUCH VIOLATIONS COMMITTED IN THE TERRITORY OF NEIGHBOURING STATES BETWEEN 1 JANUARY AND 31 DECEMBER 1994

Report of the Secretary-General

SUMMARY

The present report contains the performance report of the International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994 for 1995. An amount totalling $13,467,300 gross ($12,914,900 net) was approved by the General Assembly for the operation of the Tribunal. During this period expenditures totalled $2,202,900, resulting in an unencumbered balance of $10,712,000.

The General Assembly is requested in financing the Tribunal for 1996 to credit the unencumbered balance against the Tribunal's budget for 1996 and to assess Member States for the balance according to the 50/50 cost-sharing methodology determined in General Assembly resolution 49/251 of 20 July 1995.

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I. INTRODUCTION

1. In its resolution 955 (1994) of 8 November 1994, the Security Council, acting under Chapter VII of the Charter of the United Nations, established the International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994.

2. In previous reports of the Secretary-General (A/C.5/50/16 of 6 November 1995 and A/C.5/50/47 of 14 December 1995), it was indicated that the Tribunal had experienced delays in attaining a fully operational phase, which was reflected in lower than anticipated levels of expenditure. Those delays included the signing of the agreement between the United Nations and the United Republic of Tanzania concerning the headquarters of the Tribunal on 31 August 1995, and the conclusion on 31 October 1995 of the lease agreement between the Tribunal and the management of the Arusha International Conference Centre providing for the premises of the Tribunal at the Centre, which enabled the Tribunal to commence its functions at its headquarters in Arusha as from 27 November 1995.

3. The present report is submitted in response to General Assembly resolution 49/251 of 20 July 1995, in which the Secretary-General was requested to submit a performance report on the International Tribunal for Rwanda at the end of each biennium, but no later than May 1996.

4. Developments of the Tribunal since its establishment were reported in paragraphs 7 to 18 of the report of the Secretary-General of 11 March 1996 (A/C.5/50/54).

5. As regards expenditures on its operation during the period, the Tribunal, in particular the Office of the Prosecutor, was assisted by the United Nations Assistance Mission for Rwanda (UNAMIR) with regard to the loan of capital equipment, vehicles (including fuel and lubricants), supply of goods and services, communications networks and utilities in Rwanda. With regard to security, UNAMIR contingent troops were provided for protection of the Tribunal's premises.

II. PERFORMANCE REPORT FOR 1995

Summary of expenditures and unencumbered balances for 1995 by object of expenditure

(Thousands of United States dollars)

Object of expenditure	1995 appropriation	1995 expenditure	Unemcumbered balance
Salaries and allowances of judges (including common costs)	325.1	28.0	297.1
Posts	2 668.5	1 024.3	1 644.2
Temporary assistance for meetings	165.0	15.2	149.8
General temporary assistance	299.3	290.9	8.4
Consultants	197.0	39.3	157.7
Travel	1 080.3	684.1	396.2
Contractual services	115.0	11.3	103.7
General operating expenses	7 446.4	80.6	7 365.8
Supplies and materials	118.4	8.3	110.1
Furniture and equipment	499.9	20.9	479.0
Total	12 914.9	2 202.9	10 712.0

Salaries and allowances of judges (including common costs): Expenditure - $28,000

6. During 1995, no judges were on board. However, expenditure in the amount of $28,000 was incurred at the first plenary session held on 30 June 1995 at The Hague when the judges were reimbursed on a pro rata basis for their attendance, and when payments on a pro rata basis were also made to judges when acting in an official capacity such as signing warrants and/or indictments.

Posts: Expenditure - $1,024,300

7. The expenditure relates to salaries and common staff costs of staff deployed for the Office of the Prosecutor and the Registry. No staff were recruited for the Chambers. The lower level of expenditure was the result of fewer staff members being deployed than expected. In the case of the Registry, a few staff were originally located in New York prior to their deployment to

Arusha in mid-December 1995. Only 16 of the 102 international posts authorized for the Office of the Prosecutor were filled.

Temporary assistance for meetings: Expenditure - $15,200

8. Resources originally requested included requirements for both the inaugural session of the Tribunal at The Hague and the services of translators and revisers for six months. Owing to the late start of the activities of the Tribunal, lower levels of expenditure than anticipated were recorded.

General temporary assistance: Expenditure - $290,900

9. Expenditure under this heading reflects in particular the staff costs of the initial phase of the establishment of the Tribunal.

Consultants: Expenditure - $39,300

10. Expenditure relates to the engagement of consultants in connection with the renovations to the premises occupied by the headquarters of the Tribunal at the Arusha International Conference Centre and evaluation of the possible use of the Chinese Village at Kigali. Scientific consultants for mass grave exhumation anticipated to be engaged over this period were subsequently engaged in January 1996.

Travel: Expenditure - $684,100

11. Expenditure under travel relates to the first plenary session held at The Hague and for the travel of the President to attend various meetings. Further, expenditure was incurred by staff members of the Registry, in particular travel of the Registrar to neighbouring countries, The Hague and New York for consultations and delivery of warrants of arrests; and travel of staff members of the Office of the Prosecutor, primarily investigators located in Kigali and The Hague.

Contractual services: Expenditure - $11,300

12. Contractual services were required on a limited basis during the period. Specialist laboratory services such as document testing were used for the investigations of the Office of the Prosecutor; and external translation services were engaged for the Rwanda Operational Support Group Conference held in May 1995.

General operating expenses: Expenditure - $80,600

13. The expenditure relates to the Rwanda Operational Support Group Conference held at Kigali in May 1995 and other official hospitality ($9,200).

14. Expenditure for premises ($57,000) includes the cost of roofing material for the Arusha International Conference Centre and the rental of conference facilities at Kigali for the Conference. No further expenditures were incurred in Kigali for renovations to the Centre or construction of detention cells owing to the delays experienced in achieving a fully operational phase.

15. In addition, other general operating expenses ($14,400) relate to commercial communications, charges for express mail, postage and pouch services, local transportation costs for use by a survey mission, the Registrar and a small number of staff deployed in mid-December 1995 and other miscellaneous items such as batteries.

16. The lower than expected overall level of general operating expenditures reflect the delayed implementation of the full activities of the Tribunal and the availability of contributed resources. In Rwanda, the equipment and services utilized by the Tribunal, such as use of satellite communications, were either contributed or on loan from UNAMIR. In Arusha, the existing Arusha International Conference Centre telephone system was used, resulting in no expenditure except for the external commercial communications provided by the Tanzanian Telephone Company.

Supplies and materials: Expenditure - $8,300

17. Supplies and materials for the Office of the Prosecutor in Rwanda were provided at no cost by UNAMIR, and there was minimal requirement for such items in Arusha during the period as a result of the late start of the activities of the Tribunal.

Furniture and equipment: Expenditure - $20,900

18. Expenditure incurred during the period relates to the acquisition of office automation equipment and office furniture and equipment. A lower than anticipated amount had been expended in the light of equipment donated by Member States and the loan of furniture and equipment by UNAMIR.

III. ACTION TO BE TAKEN BY THE GENERAL ASSEMBLY AT ITS FIFTIETH SESSION

19. The General Assembly is requested in financing the Tribunal to credit the unencumbered balance of $10,712,000 (net) for the period from 1 January to 31 December 1995 against the Tribunal budget for 1996 and to assess Member States for the balance according to the 50/50 cost-sharing methodology determined in General Assembly resolution 49/251.

ANNEX

Status of receipts to and expenditures from the Voluntary Fund to support the activities of the International Tribunal for Rwanda

(In United States dollars)

A. Cash contributions (as of May 1996)

Date	Contributor	Contribution received
10 January 1995	Switzerland	75 757.58
11 January 1995	New Zealand	31 860.00
9 March 1995	Ireland	79 225.00
14 March 1995	Egypt	1 000.00
29 March 1995	Chile	1 000.00
4 April 1995	Lebanon	3 000.00
11 April 1995	Greece	20 000.00
19 May 1995	Israel	7 500.00
23 May 1995	Holy See	3 000.00
23 June 1995	Belgium	1 115 949.43
10 July 1995	Norway	49 983.00
13 July 1995	Sweden	68 728.52
29 July 1995	New Zealand	2 932.00
14 August 1995	Spain	78 751.00
29 August 1995	Denmark	43 451.81
19 September 1995	Netherlands	2 995 530.86
24 October 1995	Spain	71 249.00
27 November 1995	Canada	367 450.00
29 December 1995	Ireland	158 478.60
22 April 1996	United Kingdom of Great Britain and Northern Ireland	75 000.00
23 April 1996	United Kingdom	20 000.00
26 April 1996	Canada	367 400.00
Total		5 637 246.80

B. Expenditure (at December 1995)

	$
Staff and other personnel costs	83 399
Travel	148 102
General operating expenses	293
Furniture and equipment	11 349
Total	243 143

C. Allotments issued (at May 1996)

	$
Salaries and other personnel costs	1 773 900
Equipment (vehicles, aircraft)	1 368 200
Total	3 142 100

D. Seconded personnel on non-reimbursable loan (as of March 1996)

Contributor	Function	Number of personnel
Netherlands	Investigators	19
Norway	Investigators	3
Switzerland	External relations officer	1
United Kingdom	Investigator	1
United States of America	Investigator	1
United States	Administrative	1
Total		26

E. Equipment a/

Contributor	Description	Number
Norway	Nissan Patrol	2
Netherlands	Dell laptop computer	20
Netherlands	Automobile adapter	20
Netherlands	Portable modem	20
Netherlands	Microsoft office software	20
Netherlands	Canon BJ-30 printers	10
Netherlands	Vehicles	10
European Union	Backhoe excavator	1
European Union	4 x 4 vehicles and radios	7

Contributor	Description	Number
European Union	Trailers	3
European Union	Truck - general purpose (Hiab)	1
European Union	Tanker trailer (water)	1
European Union	Generator	2
European Union	Sanitation unit	1
European Union	Office equipment	1
European Union	Site surveying equipment	1
European Union	Portable x-ray	1
European Union	Portable personal computer (plus 4 batteries)	8
European Union	Portable printer and charger	1
European Union	Various field forensic equipment (250 autopsies)	1
European Union	Lab services (Lot)	1
European Union	Camera	3
European Union	Processing (Lot)	1
European Union	Forensic reference books (Lot)	1
European Union	Tentbed sites	1
For library		
European Union	Books (Lot)	1
European Union	Shelves and furniture (Lot)	1
European Union	Personal computers	4
European Union	Public terminal	1
European Union	Printer	1
European Union	CD ROM	4
European Union	Modem	1
European Union	Telefax	1
European Union	Software	4
European Union	Photocopier	1
European Union	Scanner	1
European Union	Microfiche reader	1
European Union	UPS	5
European Union	Air conditioner/humidifier	2

Contributor	Description	Number
European Union	Fire extinguisher	4
European Union	Video conferencing equipment and technical in-country support for 6-9 months	1
Arusha and Kigali offices		
United States	386 desktop computers	30
United States	Office chairs and sofas	41
United States	Office desk	30
United States	Shelving units	13
United States	Bookcases	2
United States	Filing cabinets	10
United States	2.5T trucks	2
United Kingdom	Computer with monitor	8
United Kingdom	Colour printer	4
United Kingdom	Laptop computer	3
United Kingdom	Large photocopier	1
United Kingdom	Fax machine	1
United Kingdom	Spares for fax and photocopier	1

a/ Vehicles provided used exclusively by the forensic team.